
CONSTITUTION OF THE INTERFRATERNITY COUNCIL AT TEXAS STATE UNIVERSITY

MISSION

We, the Interfraternity Council at Texas State University set forth this Constitution and Bylaws in order to cause closer working relationships and coordination among its member chapters and Texas State University, in accordance with the policies and standards established by the North American Interfraternity Conference (NIC). We, the Interfraternity Council (IFC) exist to advance conditions conducive to the success of its member chapters and to promote the progress of the fraternity experience. With this aim, the IFC actively encourages interfraternalism and collaboration with other fraternity/sorority governing councils and student governance bodies. Maintaining a positive working relationship and partnership with the campus administration, alumni, NIC and inter/national headquarters of member chapters is critical toward elevating the role of the IFC.

ARTICLE I - NAME AND AUTHORITY

This organization shall be known as the Interfraternity Council (IFC) at Texas State University. This organization shall have authority over the governance of all fraternity chapters at Texas State University, which apply for and retain membership. This authority will be supplementary to and in conformity with the sponsoring office for its charter, the Dean of Students Office - Fraternity & Sorority Life. The Interfraternity Council will be advised and supervised by a full-time staff member from the Fraternity & Sorority Life Office. The Assistant Dean of Students and the IFC Advisor must approve this Constitution, Bylaws and any other written rules or policies.

ARTICLE II - PURPOSE OF THE IFC

Fraternities thrive when they embrace their responsibilities and focus on the personal and professional development of their members. Fraternities serve a vital role in the life of a university campus and are most effective when working together as a community.

We, the Interfraternity Council at Texas State University believe in:

- A. Citizenship: Fraternity men must be responsible, respectful, and inclusive citizens of their community.
- B. Accountability: Fraternity men have the responsibility to hold each other accountable to their fraternal ideals and expectations.
- C. Choice: Fraternities have the responsibility and right to select men who align with their ideals and expectations.

- D. Opportunity: Every man has the right to seek membership in a fraternal experience on terms he determines best fit his needs.
- E. Fairness: For justice to effectively be administered, fraternity members and organizations must provide and be afforded fundamental due process rights.
- F. Interfraternalism: NIC member chapters stand in solidarity with fellow member chapters that meet NIC Standards.

The purpose of the IFC shall be to:

- A. Provide a peer governance structure for its member chapters.
- B. Enforce and hold member chapters accountable to the IFC Code of Conduct and other governing documents.
- C. Develop policies and procedures to provide safe and healthy membership experiences.
- D. Develop policies and procedures to provide safe and healthy social experiences.
- E. Advocate for appropriate levels of university financial and staffing support.
- F. Promote the interests of its member chapters.
- G. Promote the interests of men’s fraternities in general.
- H. Discuss questions of mutual interest and present to its member chapters such recommendations as the IFC deems appropriate.
- I. Promote the interests of Texas State University.
- J. Promote mutual cooperation between its member chapters.
- K. Promote mutual cooperation between the IFC, fellow governing councils, and student organizations at Texas State University; and
- L. Promote mutual cooperation between the IFC and Texas State University, its students, faculty, staff, and local community.

ARTICLE III - IFC MEMBERSHIP

Section I. Membership Eligibility

- A. Membership in the IFC is open to chapters and colonies of fraternities who have met the requirements of the Texas State University SA/PPS No. 07.08, as follows:
 - 1. Any chapter or colony of a North American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.
 - 2. Any chapter or colony of an inter/national fraternity that follows NIC Standards, which is not a member of the NIC, may hold membership in the IFC.

The IFC will not recognize chapters that have been suspended by Texas State University and/or the inter/national organization or have had the charter revoked by the inter/national organization.

Section II. Membership Classification for Member Chapters

The membership classification of member chapters shall be as follows:

- A. Full Member: Any fraternity chapter which has obtained its charter from its affiliated inter/national organization. Full Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution and Bylaws. Full membership in the IFC is limited to those fraternities (including non-NIC organizations), who have adopted all NIC Standards, are affiliated with an inter/national organization, and are men’s fraternities.

- B. Associate Member: Any fraternity may be granted this membership status if the organization does not meet the above criteria.
- C. Only members from Full IFC member organizations are permitted to serve as IFC officers, serve on the Judicial Board, or vote on Constitution and Bylaw amendments.

For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate Members are referred to as member chapters.

Section III. Member Chapter Minimum Expectations

Each member chapter shall adhere to and abide by the following minimum expectations:

- A. Each member chapter shall comply with all policies set forth by:
 - 1. The North American Interfraternity Conference (NIC).
 - 2. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
 - 3. The policies, rules, and regulations of Texas State University.
 - 4. The general values-based conduct of fraternity men.
- B. Each member chapter shall maintain a minimum chapter annual cumulative GPA of 2.70 and a minimum new member class GPA of 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below 2.70.
- C. Each member chapter shall be current on all IFC dues owed.
- D. Each member chapter shall submit required membership rosters to the IFC President through the Fraternity & Sorority Life Office, as follows:
 - 1. Initiated Member Roster: Initiated Member Rosters shall be submitted within one week of the beginning of each semester and any additions or deletions prior to the end of each semester prior to final semester grades being released.
 - 2. New Member Roster: New Member Rosters shall be reviewed with the Fraternity & Sorority Life Office within one week of pledging any New Member.
- E. Each member chapter shall comply with the attendance policies for the IFC General Body and the IFC Judicial Board, as outlined within this Constitution.
- F. Each chapter will collect and submit accurate information for Chapter Advancement and Awards Program (CAAP) monthly reporting purposes, including academic information, leadership hours completed, service hours completed, and philanthropy dollars raised.
- G. Each chapter will submit social event forms to the Dean of Students - Fraternity and Sorority Life Office and follow all requirements of the Texas State University SA/PPS. No. 01.10. Fraternity and Sorority Social Host Policies.
- H. Academic Standards for Member Chapters in relation to hosting social events include:
 - a. Member Chapters meeting the NIC Standards of a 2.7 grade point average or above in the current semester may host four (4) social events with alcohol during the subsequent semester.
 - b. Member Chapters below the NIC Standards of a 2.7 and achieving a chapter grade point average of a 2.5-2.69 will be placed on academic warning and in the current semester may host two (2) social events with alcohol and one (1) social event without alcohol during the subsequent semester.
 - c. Member Chapters below the NIC Standards of a 2.7 and achieving a chapter grade point average of a 2.25-2.49 will be placed on academic probation and in the current semester may host one (1) social event with alcohol and one (1)

social event without alcohol during the subsequent semester. The chapter's academic officer must meet with the IFC Vice President of Scholarship to develop a plan to increase the member chapter's performance.

- d. Member Chapters below the NIC Standards of a 2.7 and achieving a chapter grade point average of a 2.24 or below will be placed on academic delinquency and in the current semester may host one (1) social event without alcohol during the subsequent semester. The chapter's academic officer must meet with the IFC Vice President of Scholarship to develop a plan to increase the member chapter's performance. Member Chapters who remain on academic delinquency for two consecutive semesters will be referred to the IFC Vice President for Judicial Affairs for judicial review.

A member chapter which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section IV. Membership Status for Member Chapters

The membership status of member chapters shall be as follows:

- A. Good Standing: A member chapter shall be deemed to be in Good Standing if the member chapter is not currently operating under Non-Status Sanctions or Status Sanctions, as defined within the IFC Bylaws, and is currently meeting the minimum expectations outlined in Section II of this Article.
- B. Good Standing on Probation: A member chapter shall be deemed to be in Good Standing on Probation if the member chapter is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Section II of this Article. Any member chapter placed on probation will be limited to one representative vote in matters that pertain to the council. Member fraternities placed on probation shall also retain the right to participate in IFC and university events while meeting the terms of their probation status.
- C. Poor Standing: A member chapter shall be deemed to be in Poor Standing if the member chapter has been placed under Suspension by the IFC or has currently failed to meet the minimum expectations outlined in Section II of this Article. The member chapter may be suspended for a defined period of time from the Interfraternity Council and will lose all university recognition. Any member fraternity placed on suspension may petition to the body of the Interfraternity Council to regain full membership with all rights and privileges of that membership in the Interfraternity Council once the requirements of the IFC and/or the university suspension are fulfilled.

Section V. Individual Member Definitions

For the purpose of this Constitution and Bylaws, and with an understanding that each member chapter may have its own terminology for internal use, individuals will be defined as follows:

- A. Initiated Member: An Initiated Member shall be defined as any man who has been initiated into any fraternity at Texas State University.
- B. New Member: A New Member shall be defined as any man who has accepted a bid to join a fraternity at Texas State University but has not been initiated into that fraternity.
- C. Potential New Member: A Potential New Member shall be defined as any man who has not accepted a bid from any fraternity at Texas State University.

Section VI. IFC Affirmation and Adoption of NIC Standards

The member fraternities of the NIC have passed minimum standards for all NIC member fraternities. These do not preclude the IFC or member chapters from adopting higher or additional standards. The IFC can amend its Constitution and Bylaws, adopt policies, and pass resolutions, so long as those do not conflict with existing NIC Standards established to improve all facets of the fraternity experience. Further, the IFC and its member chapters will actively support and pass no policy that infringes on the associational rights of member chapters.

The IFC will pay annual dues to the NIC and affirms and adopts the NIC Standards, and each member chapter shall be required to meet the following in order to maintain IFC membership:

- A. Each member chapter shall communicate its values through its Ritual at least once annually.
- B. Each member chapter shall communicate to its Initiated Members and New Members the importance and benefits derived from continuous membership education throughout the undergraduate experience and encourage or require its Initiated Members and New Members to participate in educational programming, whether conducted by the chapter, the Interfraternity Council, Texas State University, or independent organizations covering the following topics:
 1. Academic Achievement and Student Success
 2. Alcohol and Drug Use and Awareness
 3. Career Preparation
 4. Civic Engagement
 5. Hazing Awareness
 6. Leadership Development
 7. Diversity and Inclusion
 8. Sexual Violence Awareness
 9. Values and Ethics
- C. Each member chapter and the IFC shall support student choice.
 1. Any male student should be free to join a fraternity when he determines it is in his best interest to do so.
 2. All fraternities should be free to determine when they wish to extend an invitation to join to a male student.
 3. Each member chapter shall only offer bids to join the fraternity to Potential New Members who meet the following academic requirement:
 - i. For a Potential New Member who has yet to establish a collegiate grade point average, a minimum high school grade point average of 2.70 is required.
 - ii. For a Potential New Member who has an established collegiate grade point average, a minimum collegiate grade point average of 2.50 is required.
- D. Each member chapter shall maintain an annual cumulative grade point average of a 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70.
- E. Each member chapter shall maintain an annual cumulative grade point average for new members class of a 2.70 or be at/or above the institution's all-men's grade point average if that grade point average is below a 2.70.

- F. Each member chapter shall maintain a minimum chapter graduation rate of 75% for four-years and 55% for six-years.
- G. Each member chapter shall have New Member education programs lasting no longer than six (6) weeks.
- H. Each member chapter shall prohibit women's auxiliary groups, such as "little sisters."
- I. Each member chapter shall have and follow risk management policies covering the following areas:
 - 1. Alcohol and Drugs
 - 2. Hazing
 - 3. Sexual Violence
 - 4. Fire, Health, and Safety
- J. Each member chapter shall support responsible growth, which recognizes:
 - 1. Recognition by the IFC and university are two distinct processes with potentially different outcomes, though it is best for students when organizations recognized by the IFC are also recognized by the university.
 - 2. Accordingly, all IFC member chapters shall support the responsible growth of other NIC fraternities provided that each organization:
 - i. Pro-actively communicates in good faith.
 - ii. Considers any available readiness assessment, utilizing metrics determined in conjunction with the NIC.
 - iii. Does not have any outstanding, documented health and safety violations.
- K. Upon completion of these abovementioned responsible growth expectations:
 - 1. Any NIC member fraternity, upon expressing interest to establish a chapter, must be given a time by the IFC for the expansion to occur. The IFC can determine the best academic term for the expansion, but the expansion must occur within a four-year period from when the IFC is first notified of interest by the NIC member fraternity.
 - 2. NIC member fraternity with an interest group already formed will be granted IFC recognition, though the IFC may elect to have an associate member status provided reasonable written expectations and metrics are established to move from associate member status to full member status.
 - 3. The IFC will never take a vote on recognition or expansion for an NIC member fraternity.
 - 4. The IFC will never require NIC member fraternities to present an expansion proposal to the IFC, although the IFC can require the NIC fraternity to submit documentation or do a virtual presentation to determine the best academic term for expansion.
 - 5. Full membership in the IFC is limited to those fraternities (including non-NIC organizations), who have adopted all NIC Standards, are affiliated with an inter/national organization, and are men's fraternities. Associate membership may be granted to organizations that do not meet the above criteria. Only members from full IFC member organizations are permitted to serve as IFC officers, serve on the Judicial Board, or vote on Constitution and Bylaw amendments.
- L. Each member chapter shall support open recruitment, which is defined as the ability of each member chapter to recruit for membership any male who meets the minimum grade point average requirement for joining, without restrictions on the date, time and place of membership invitation, extension, and acceptance.

- M. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members, New Members and Potential New Members during all recruitment activities including, but not limited to bid day events, big brother events and initiation-related activities.
- N. Each member chapter shall seek to reduce the availability and presence of alcohol in the chapter house; and cap the number of events a chapter may have with alcohol in any given term.
- O. Each member chapter shall prohibit the use of alcohol and drugs by all Initiated Members and New Members during all New Member educational programming/orientation activities.
- P. Each member chapter shall adopt a statement in support of environments that are free of hazing and sexual misconduct, as defined by their affiliated inter/national organization, within all aspects of formal and informal chapter operations.
- Q. Each member chapter shall establish a medical Good Samaritan policy.
- R. The IFC and each of its member chapters must carry sufficient liability insurance coverage.
- S. Each member chapter and the IFC shall work with the campus to provide health and safety education and training provided for all chapters each term.
- T. Each member chapter and the IFC shall establish a strategic communication plan for the IFC and its member chapters that addresses protocol for crisis response, social media, marketing, and media engagement.
- U. Each member chapter shall adopt a policy prohibiting alcohol products above 15% alcohol by volume ("ABV") is on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.

ARTICLE IV - IFC GENERAL BODY

Section I. IFC General Body

The legislative powers of the IFC shall be vested in the IFC General Body. The IFC General Body shall be the governing legislative body responsible for the general policies of the IFC, for electing its Executive Board, and for following the constitutional authorities with regard to the activities and operations of the IFC. All such activities shall respect the individual sovereignty and associational rights of each member chapter and respect the policies of Texas State University.

Section II. IFC General Body Composition

The IFC General Body shall be composed of voting IFC Representatives, preferably each member chapter's president shall serve as one of the voting delegates.

Section III. IFC Representatives

Each full member chapter shall have two IFC Representatives, preferably one being the chapter president, who serves on the IFC General Body. Each associate member chapter shall have one IFC Representative.

Section IV. IFC Alternate Representatives

Each member chapter may also choose IFC Alternate Representatives, preferably a vice president or other executive officer, who shall represent that member chapter in the IFC General Body in the absence of one of its IFC Representatives.

Section V. IFC Representative and Alternate Representative Eligibility

In order to serve as the IFC Representative or Alternate Representative, individuals must meet the following requirements:

- A. Be an Initiated Member or New Member, in good standing, of a member chapter.
- B. Maintain good academic standing with Texas State University.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, Texas State University policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or currently serve as his member chapter's IFC Judicial Board Justice.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives, preferably including the member chapter presidents, shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon his election to serve on the IFC Executive Board or as his member chapter's IFC Justice for the IFC Judicial Board.

Section VII. IFC General Body Meeting Polices

The IFC General Body shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of member chapters present shall constitute a quorum in order to conduct IFC General Body business.
- C. The IFC General Body shall conduct regularly scheduled business meetings at least twice a month during the academic year.
- D. The dress code for all IFC business meetings shall be Business Casual. The IFC President may change the dress code by communicating the change to the member chapters at least 48 hours prior to the meeting.
- E. The absence of a member chapter's IFC Representative without an Alternate Representative for the member chapter in attendance will result in a twenty-five dollar (\$25) fine and the absence of both member chapter's IFC Representatives without the Alternate Representatives for the member chapter in attendance will result in a fifty dollar (\$50) fine. After two weeks of an unpaid fine, the member chapter will be referred to the IFC Vice President for Judicial Affairs for further sanctioning.
- F. Special meetings may be called by the IFC President at any time or at the request of two member chapters, with notice of the time, location, and purpose of the special meeting provided to all member chapters at least 72 hours in advance.
- G. Each member chapter's IFC Representative or Alternate Representative is required to attend all meetings of the IFC. More than two absences per academic year shall result in the member chapter being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC General Body Voting Policies

The IFC General Body shall operate utilizing the following voting policies:

- A. Each member chapter, in good standing, shall have two votes. New chapters (colonies) will have one vote.

- B. Individuals holding IFC Executive Board positions are not entitled to a vote.
- C. In the event of a tie, the IFC President shall cast the deciding vote.
- D. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.

ARTICLE V - IFC EXECUTIVE BOARD

Section I. IFC Executive Board

The IFC Executive Board shall be responsible for execution of the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Body.

Section II. IFC Executive Board Composition

The IFC Executive Board shall be composed of the following positions with duties and responsibilities outlined within the IFC Bylaws:

- A. President
- B. Vice President of Health, Safety, and Community Standards
- C. Vice President of Recruitment
- D. Vice President of Finance
- E. Vice President of Community Engagement
- F. Vice President of Scholarship
- G. Vice President of Member Development
- H. Vice President of Public Relations

Section III. IFC Executive Board Eligibility

In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:

- A. Be an Initiated Member or New Member, in good standing, of a member chapter.
- B. Possess a 2.7 Cumulative GPA.
- C. Complete an official application.
- D. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- E. Have a working knowledge of the IFC Constitution and Bylaws, Texas State University policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- H. Not currently serve as his member chapter's President, Recruitment Officer, IFC Representative, Alternate Representative, or IFC Judicial Board Justice.
- I. No member chapter may hold more than two executive officer positions during the IFC Executive Board's annual term of service.
- J. Must complete formal judicial policies and procedures training.
- K. Executive officers may not continue to hold office if their affiliated member chapter is suspended from the IFC or Texas State University.
- L. Must plan to attend all appropriate IFC officer trainings including, but not limited to, NIC trainings, officer transition meetings, and executive officer retreats.

Section IV. IFC Executive Board Meeting Polices

The IFC Executive Board shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert’s Rules of Order shall be used to run all meetings.
- B. A majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.
- C. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.
- D. Special meetings may be called by the IFC President with notice of the time, location, and purpose of the special meeting provided to each IFC Executive Board member at least 72 hours in advance, except in cases of emergency.
- M. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. Absences may result in removal from office without prior approval from the IFC President or IFC Advisor.

Section V. IFC Executive Board Voting Policies

The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:

- A. Each IFC Executive Board member shall have one vote.
- B. The IFC President should refrain from casting his vote except for in the event of a tie. In such instances, the IFC President shall cast the deciding vote.
- C. There shall be no secret ballot votes.

Section VI. IFC Executive Board Election Policies

The following policies and procedures shall be utilized for the election and removal of IFC Executive Board officers:

- A. Nominations for IFC Executive Board positions shall open at the first business meeting of October each year and each member chapter will be required to have a minimum of at least one eligible member apply to serve on the IFC Executive Board for consideration of the slating committee.
- B. A slating committee shall be appointed and chaired by the retiring IFC President and approved by the IFC Advisor will be comprised of retiring IFC Executive Officers and Member Chapter Presidents who shall interview applicants and present a slate of candidates to the IFC General Body by the last week of October of each year.
- C. Elections of IFC Executive Board officers shall take place during the first business meeting of November each year. Officer transition and installations will occur by the final business meeting of the year.
- D. Each IFC Executive Board officer shall be elected by a majority of the votes cast by the IFC General Body. The officer slate may be voted upon as one motion with a second and majority vote of the member chapters to approve. If the presented officer slate fails, a special election meeting will be called to allow individuals who submitted an executive officer application by the established deadline and meet the requirements to hold office to be voted upon from the floor by the IFC General Body.
- E. Any individual serving in an IFC Executive Board position may be removed from his position by a two-thirds affirmative vote of the IFC General Body or may be removed by the IFC Advisor in consultation with the IFC President and the Assistant Dean of Students for failure to maintain the IFC and/or university requirements to hold office.

- F. In the event of a vacancy in any IFC Executive Board position, the IFC President shall appoint a successor to complete the term under the advice and consent of the remaining members of the IFC Executive Board and the IFC Advisor.
- G. Should a vacancy occur in the office of the IFC President, a special election shall be held within two meetings after the vacancy was created. The Vice President of Judicial Affairs shall serve as the interim president until a new IFC President is elected.

Section VII. Report of IFC Officers

A report of any newly elected or appointed IFC Executive Board officers shall be submitted to the NIC within one week of the election or appointment.

ARTICLE VI - IFC JUDICIAL BOARD

Section I. IFC Judicial Board Jurisdiction

The Texas State University Interfraternity Council will follow the Texas State University SA/PPS No. 07.06 Student Organization Disciplinary Procedures in coordination with the Student Involvement Office and the Fraternity & Sorority Life Review Board. In order to address issues and solve problems before others must intervene, the IFC will have a robust peer governance process that addresses violations of IFC policies and NIC Standards. The IFC shall exercise itself as a self-governing organization with a Judicial Board which shall have authority over cases involving alleged member chapter violations, including but not limited to:

- A. The authority of the IFC to hold member chapters accountable to the IFC Constitution, Bylaws, IFC Code of Conduct, and other policies separate and independent from any university expectations, university policies, or process related to the Student Code of Conduct.
- B. The IFC will adopt a Code of Conduct for full and associate IFC member chapters. This shall reflect the responsibilities and rights of fraternity membership, NIC Standards and recommended practices.
- C. The IFC will adopt a Constitution and Bylaws that reflect NIC Standards and recommended practices.
- D. The IFC will establish a Judicial Board with representation from full IFC members who will also serve as members of the Fraternity and Sorority Life Review Board. The IFC will work with the campus to provide annual training to the Judicial Board on due process, standard of proof, and progressive, educational sanctioning.
- E. The Judicial Board shall work with the university to implement a comprehensive conduct program that enhances peer-governance; respects the authority of the university to adjudicate the Student Code of Conduct, and alleged policy violations (such as hazing and sexual misconduct); and avoids multiple, overlapping conduct processes.
 - a. The IFC shall work in agreement with the university that identifies the role of each body in adjudicating allegations of chapter-level misconduct.
 - b. The IFC Judicial Board shall defer to the university to investigate and adjudicate hazing and sexual misconduct allegations, or any other allegation that is being investigated and/or adjudicated through the university's conduct process.

- F. The IFC Judicial Board has the autonomy and responsibility to adjudicate chapter-level violations of the IFC Constitution, bylaws, and other policies and establish educational sanctions, including:
 - a. Basic due process for the accused chapter.
 - b. Sanctions that are punitive and/or educational (but not solely punitive or financial), progressive, and do not restrict associational rights or student choice.
 - c. An appeal process is available.
- G. The Judicial Board shall inform the inter/national organization of any charges in advance of a hearing and work collaboratively with the inter/national organization and university when adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter.
- H. The IFC will not issue blanket sanctions for chapters that have not been found responsible for policy violations (i.e., system-wide ban on activities). An exception may be made for health and safety concerns with restrictions limited to events with alcohol, provided the exception is for a defined period with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.
- I. The IFC will honor and follow all organizational return agreements negotiated as part of a university or IFC conduct process as long as the member organization has completed all required sanctions imposed upon the suspension.
- J. The rules and regulations of Texas State University.
- K. The general values-based conduct of fraternity men.

Section II. IFC Judicial Board Composition

The IFC Judicial Board shall be composed of one IFC Justice from each member chapter, chosen by that member chapter, and shall be chaired by the IFC Vice President of Judicial Affairs.

Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a member chapter on the IFC Judicial Board, an individual must meet the following requirements:

- A. Be an Initiated Member or New Member, in good standing, of an IFC member chapter.
- B. Maintain good academic standing with the institution.
- C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
- D. Have a working knowledge of the IFC Constitution and Bylaws, Texas State University policies, NIC Standards, and NIC Alcohol & Drug Guidelines.
- E. Not be a current member of the IFC Executive Board or serve as his member chapter's IFC Representative or Alternate Representative for the IFC General Body.
- N. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each member chapter; or upon his election to serve on the IFC Executive Board or as his member chapter's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

The Judicial Board shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Health, Safety, and Community Standards will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the member chapters, to hear a case. In the event the IFC Judicial Board rotation for service on a Judicial Board hearing falls upon an IFC Justice whose member chapter is named as a participant in the alleged violation, the rotation will skip to the next member chapter in the alphabetical rotation. When a Fraternity and Sorority Life Review Board justice selection is required, the same process will occur with the exception of the necessary number of justices required from the IFC for the community-wide hearing process.

Section VII. IFC Judicial Board Hearing Attendance

All IFC Judicial Board hearings shall be conducted in accordance with the following requirements:

- A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Board.
- B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his member chapter being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

All IFC Judicial Board hearings shall operate utilizing the following voting policies:

- A. Each IFC Justice serving at an IFC Judicial Board hearing shall have one vote.
- B. A majority vote shall govern all actions of an IFC Judicial Board.

ARTICLE VII - IFC COMMITTEES

Section I. Recruitment Guides & IFC Ambassadors

The IFC Executive Board will provide applications and a selection process for interested members of recognized member fraternities to serve as Recruitment Guides and IFC Ambassadors. The selected IFC representatives will:

- Contact Potential New Members who register for IFC Recruitment to serve as a guide or ambassador for the Interfraternity Council.
- Answer questions of the Potential New Members and function as an impartial resource to help a man find his fraternal home.
- Create opportunities for the Potential New Members to meet and create friendships amongst themselves as they explore the member fraternities through the recruitment process.
- Assist the Interfraternity Council Executive Board in the development and implementation of activities, programs, and resources that foster the member chapters' ability to implement a successful and quality recruitment effort.
- Focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members.

- Serve as ambassadors for the Interfraternity Council by attending and assisting in the execution of Interfraternity Council and Fraternity & Sorority Life community programs and events.

Section II. Ad Hoc Committees

The IFC Executive Board or the IFC President may form ad hoc committees as deemed necessary to perform the work of the IFC. The IFC President shall appoint the ad hoc committee chair and committee members with the concurrence of the IFC Executive Board.

Section III. IFC Committee Meeting Polices

All committees of the IFC shall conduct its meetings according to the following requirements:

- A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.
- B. A majority of committee members present shall constitute a quorum in order to conduct committee business.
- C. Each committee shall meet as called by its committee chair.

ARTICLE VIII - CONSTITUTIONAL AMENDMENTS

Section I. Constitutional Amendments

This Constitution may be amended by a three-fourths (3/4) affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to member chapters at the preceding regularly scheduled business meeting of the IFC General Body.

Section II. Adoption

This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths (3/4) affirmative vote of the IFC General Body. All amendments to the Constitution or Bylaws take effect only after approval by the IFC Advisor and the Assistant Dean of Students.

Section III. Grammatical and Formatting Corrections

The Interfraternity Executive Board may make grammatical and formatting corrections to these Constitution and Bylaws without being presented, discussed, or voted on beforehand, as long as it does not change the meaning or content value of a section.

BYLAWS OF THE INTERFRATERNITY COUNCIL AT TEXAS STATE UNIVERSITY

ARTICLE I - ROLE OF THE IFC REPRESENTATIVE

Section I. IFC Representative

The duties and responsibilities of all IFC Representatives are as follows:

- A. Serve as a representative and voice for his member chapter's concerns regarding the fraternity community.
- B. Represent the larger fraternity community's interests.
- C. Inform his member chapter of the actions, discussions, and workings of the IFC General Body.
- D. Serve as a liaison between the IFC General Body and his respective member chapter.
- E. Serve as an initiated member of IFC Standing Committees and Ad Hoc Committees, as necessary.
- F. Represent the highest ideals of fraternity life to the greater campus community.

ARTICLE II - ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section I. IFC President

The duties and responsibilities of the IFC President are as follows:

- A. Provide guidance and focus on the efforts of the General Body and Executive Committee.
- B. Preside over all meetings of the General Body and Executive Committee.
- C. Cast the final vote in the event of a tie.
- D. Build rapport and establish positive working relationships between IFC and member chapter leaders.
- E. Serve as the official spokesperson for the fraternity community.
- F. Establish positive working relationships with campus and local law enforcement agencies.
- G. Regularly interact with the leaders of other governing councils and campus organizations.
- H. Establish a working relationship with key college administrators and local San Marcos city officials.
- I. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.
- J. Maintain current information for accurate member chapter rosters.

Section II. IFC Vice President of Health, Safety, and Community Standards

The duties and responsibilities of the IFC Vice President of Judicial Affairs are as follows:

- A. Serve as chair of the IFC Judicial Board and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.
- B. Communicate with the university official assigned to Student Organization Conduct for coordination of member chapter allegations and IFC Judicial Board justices' trainings.
- C. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:
 1. The IFC Constitution, Bylaws, and policies.

2. Federal, state, and local laws.
 3. The rules and regulations of Texas State University; and
 4. The general values-based conduct of fraternity men.
- D. Ensure proper filing and preparation for all judicial actions.
 - E. Ensure compliance with all IFC judicial action imposed upon a member chapter.
 - F. Educate member chapters on the IFC Constitution and Bylaws, judicial processes, and risk management policies annually.
 - G. Conduct judicial policy and procedures training for new IFC Judicial Board justices.
 - H. Assist in conflict mediation between member chapters.
 - I. Review all IFC governance documents, at least annually.
 - J. Educate member chapters on the NIC Health and Safety Guidelines, the IFC Constitution and Bylaws, judicial processes, and risk management policies.
 - K. Assist member chapters in the implementation of and compliance with the NIC Alcohol & Drug Guidelines.
 - L. Ensure all member chapters have completed the Mandatory State of Texas Risk Management Training each September.
 - M. Coordinate Health and Safety efforts with other councils and stakeholders
 - N. Assist the FSL Office in the management of the social event registration process and provide education on the university's fraternity and sorority social host policy.
 - O. Work to educate member chapters on the cap for the number of chapter events with alcohol they may host in relation to their academic performance the semester prior according to the Texas State University and IFC Academic Social Event Program.
 - P. Will work with the IFC President to ensure that the IFC has sufficient liability insurance coverage.
 - Q. Work with advisors and university officials to establish a Medical Good Samaritan Policy or reaffirm existing state or university policies.
 - R. Provide support to chapter Risk Management and Health and Safety Officers.

Section III. IFC Vice President of Recruitment

The duties and responsibilities of the IFC Vice President of Recruitment are as follows:

- A. Work with member chapters to establish a recruitment process that meets the needs of chapters and potential new members, as well as provides opportunities for interested men to learn about the fraternity experience.
- B. Will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members.
- C. Utilize technology (social media, etc.) in recruitment and marketing efforts.
- D. Produce and distribute promotional materials to all incoming students and unaffiliated students.
- E. Develop recruitment workshops and programs for member chapters.
- F. Uphold the IFC Recruitment Policy and will not restrict the ability of chapters to distribute bids outside of the designated IFC beginning of semester recruitment period.
- G. Maintain an interest list of Potential New Members and appropriately share this list with chapters.
- H. Collect and maintain accurate New Member Rosters for each member chapter.
- I. Provide advice and support to member chapter recruitment officers.

Section IV. IFC Vice President of Finance

The duties and responsibilities of the IFC Vice President of Finance are as follows:

- A. Serve as secretary of the IFC General Body and maintain business meeting agendas, meeting minutes, and IFC correspondence.
- B. Supervise the annual budget process.
- C. Collect IFC member chapter dues or other assessments as needed.
- D. Maintain accurate records throughout the year through invoicing and receipts.
- E. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.
- F. Make all disbursements with a cosigner.
- G. Provide a financial report monthly and at the end of each term to the member chapters during business meetings.
- H. Work with the FSL Administrative Assistant to make club account deposits when necessary and in a timely manner.
- I. Provide advice and support to member chapter financial officers.

Section V. IFC Vice President of Community Engagement

The duties and responsibilities of the IFC Community Engagement are as follows:

- A. Develop service projects and philanthropic events for member chapters.
- B. Oversee the annual IFC Canned Food Drive for the Hays County Food Bank each November.
- C. Provide advice and support to member chapter community service/philanthropy officers.
- D. Coordinate diversity and inclusion programming for member chapters.
- E. Promote inclusion within member chapters in order to make the fraternity community more welcoming and inclusive to individuals from diverse backgrounds.
- F. Publish important educational programming dates and deadlines.
- G. Collect and distribute information about campus diversity and inclusion programming and resources.
- H. Build and maintain relationships with faculty, academic offices, and/or departments that support diversity and inclusion.
- I. Provide advice and support to member chapter new member education officers and programming officers to provide diversity and inclusion programming.

Section VI. IFC Vice President of Scholarship

The duties and responsibilities of the IFC Vice President of Scholarship are as follows:

- A. Coordinate a scholarship chair orientation program for member chapters.
- B. Collect member chapter academic/scholarship programs to help support their efforts.
- C. Publish important academic dates and deadlines.
- D. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.
- E. Work individually with member chapter scholarship chairs below the all-men's grade point average to create a plan to address specific academic issues in their chapter.
- F. Build and maintain relationships with faculty, academic offices, and academic honorary societies.
- G. Provide recognition opportunities for chapter members who excel academically.

- H. Maintain a faculty recognition program for the IFC.
- I. Provide advice and support to member chapter scholarship officers.

Section VII. IFC Vice President of Member Development

The duties and responsibilities of the IFC Vice President of Member Development are as follows:

- A. Supervise IFC Recruitment Guides and the IFC Ambassador Program.
- B. Develop best practices for new members and member education programs for member chapters.
- C. Collect and report new member retention, academic, and involvement statistics.
- D. Organize, develop, and implement a new member IFC orientation program.
- E. Develop opportunities for continuing member education by collaborating with alumni, Texas State University offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.
- F. Collaborate with other FSL Councils and the FSL Programming Board to bring educational programs to the Texas State Fraternity & Sorority Community.
- G. Provide advice and support to member chapter member development officers.

Section VIII. IFC Vice President of Public Relations

The duties and responsibilities of the IFC Vice President of Public Relations are as follows:

- A. Establish a strategic communication plan for the IFC and its member chapters that addresses protocols for crisis response, social media, marketing, and media engagement.
- B. Establish communication coinciding with the Chapter Advancement & Awards Program (CAAP) to ensure member chapters report community service hours, philanthropic dollars, and leadership activities on a monthly basis.
- C. Collect and disseminate information on the fraternity community to all campus and community media sources.
- D. Collaborate with public relations officers of fellow FSL Governing Councils, the FSL Programming Board, and university marketing and communications staff to market and publicize IFC and community-wide events and programs.
- E. Keep the media informed of upcoming events or potential news.
- F. Establish a positive working relationship with external constituents.
- G. Assist in the development of various IFC publications and outreach programs.

Section IX. IFC Executive Officer Order of Succession

In the case that the IFC President is temporarily unable to execute the duties of the office of the President, the order of succession of the remaining IFC officers to serve as representative for the IFC President is as follows:

- A. Vice President of Health, Safety, and Community Standards
- B. Vice President of Community Engagement
- C. Vice President of Membership Development
- D. Vice President of Recruitment
- E. Vice President of Scholarship
- F. Vice President of Public Relations
- G. Vice President of Finance

ARTICLE III - ROLE OF THE IFC JUSTICE

Section I. IFC Justice

The duties and responsibilities of an IFC Justice are as follows:

- A. Serve as an impartial justice, as called, on IFC Judicial Board and Fraternity & Sorority Life Review Board hearings.
- B. Uphold:
 1. the IFC Constitution, Bylaws, Code of Conduct, and policies.
 2. the policies, rules, and regulations of Texas State University; and
 3. the general values-based conduct of fraternity men.
- C. Maintain confidentiality in all judicial hearings, matters, and deliberations.

ARTICLE IV - ROLE OF IFC STANDING COMMITTEES

Section I. IFC Recruitment Guides & IFC Ambassadors

The IFC Recruitment Guides are under the supervision of the IFC Vice President of Membership Development and shall assist in the implementation of activities, programs, and resources that foster its member chapters' ability to implement a successful and quality recruitment efforts. The IFC Recruitment Guides will focus on fostering interest in joining fraternities and marketing the fraternity experience to incoming students and potential new members. The IFC Recruitment Guides will serve as ambassadors to the men who register to participate in the IFC Recruitment Activities and create opportunities for the potential new members to meet each other and develop friendships as they explore all of the member fraternities to find their fraternal home. The IFC Recruitment Guides will also support IFC sponsored events for successful execution and attendance as well as attend and support the programming and events of other FSL Governing Councils and the Fraternity & Sorority Life Office.

ARTICLE V - ROLE OF THE IFC ADVISOR

Section I. IFC Advisor

The IFC Advisor will be appointed by the Texas State University Assistant Dean of Students and should work to support the NIC Standards and will follow Texas State University policies and practices. In addition, in accordance with the Standards and Guidelines for Fraternity and Sorority Advising Programs of the Council for the Advancement of Standards in Higher Education (CAS), the duties and responsibilities of the IFC Advisor are as follows:

- A. Advise the IFC and its member chapters.
- B. Advise and consult with the IFC Judicial Board on all conduct cases.
- C. Advise financial processes.
- D. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies.
- E. Facilitate or provide resources, including potential presenters of campus or national renown to conduct workshops, programs, retreats, and seminars on relevant topics, including but not exclusively the following:
 1. Multicultural Competence
 2. Leadership Development
 3. Recruitment and Intake
 4. Risk Management

- F. Monitor membership and academic retention by member chapter and the entire community for purposes of improving academic support and recommending intervention strategies.
- G. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life.
- H. Provide assistance and advice in planning and assessing IFC and member chapter programs.
- I. Organize and facilitate leadership programs, retreats, and workshops.
- J. Connect the Members and New Members of member chapters to leadership opportunities across campus, in the local community, and within their affiliated inter/national organizations.
- K. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life.
- L. Provide for the recording and archiving of information about the fraternal community and encourage member chapter leaders to do the same within their organizations.
- M. Provide advice on the activities and operations of the IFC to ensure they follow the policies and protocols of Texas State University.

Section II. Annual Data Reporting to the NIC

In accordance with the NIC Standards, the IFC Advisor will assist the IFC in providing the following data to the NIC each term February 1 (Fall Term), June 1 (Winter - quarter system), and August 1 (Spring Term):

- A. The all-university, all-men's, all-fraternity, and individual member chapter grade point averages reported each term.
- B. The total number of men who pledged all member chapters during each academic year.
- C. The total number of men who were initiated in all member chapters during each academic year.
- D. The percentage of fraternity men compared to the total number of all men enrolled at Texas State University during each academic year.
- E. The total number of chapters and colonies opened and closed during each academic year.
- F. The total number of full-time professionals employed by Texas State University who work directly within fraternity and sorority life, during each academic year.

ARTICLE VI - FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The IFC Fiscal Year shall be from February 1 to January 31.

Section II. IFC Annual Budget

The Vice President of Finance and the IFC Finance Committee shall create an annual budget based upon budget requests from the IFC Executive Board submitted by February 1. The Vice President of Finance and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by February 15. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

Section III. IFC Contingency Account

The IFC Budget shall include a contingency account that equals 10-15% of the overall expenses. The contingency account shall be utilized for cost overruns in budgeted areas and/or unanticipated, unbudgeted items, such as new IFC programs developed after the budget was finalized. At the end of the fiscal year, any amount remaining in the IFC Contingency Account budget line shall be utilized for the FSL Fund Account to support and fund scholarship opportunities that benefit the recruitment and retention of fraternity members. All other unused funds from the remaining budget lines shall be carried over to the next fiscal year's budget.

Section IV. Appropriate Use of IFC Funds

IFC funds are under the jurisdiction of the IFC member chapters and shall only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life. IFC funds shall not be used to purchase alcoholic beverages.

Section V. Expenditure Approval

The IFC President and the IFC Vice President of Finance shall approve all budgetary expenditures and coordinate expenditures with the Fraternity and Sorority Life Administrative Assistant utilizing appropriate Texas State University Business Office procedures. Requests for budgetary expenditure shall be made utilizing the IFC Expenditure Request Form. All expenditure requests shall be submitted at least two weeks prior to the date of the requested disbursement.

Section VI. Requests for Reimbursement

Individuals or member chapters conducting business on behalf of the IFC may request reimbursement for their expenses utilizing the IFC Reimbursement Request Form. All reimbursement requests shall be submitted within one week of the purchase and are subject to the approval of the IFC President and IFC Vice President of Finance and coordinate with the Fraternity & Sorority Life Administrative Assistant utilizing appropriate Texas State University Business Office procedures.

Section VII. Signature Requirements for Financial Accounts and Transactions

The signature of both the IFC President and IFC Vice President of Finance shall be required on all IFC financial accounts and transactions. The IFC Advisor must approve all budgetary expenditures and the IFC President and IFC Vice President of Finance must coordinate expenditures with the Fraternity and Sorority Life Administrative Assistant utilizing appropriate Texas State University Business Office procedures.

Section VIII. Financial Reporting

The IFC Vice President of Finance shall provide a financial report to the IFC General Body on a monthly basis including all income and expenses during the given period of time and in relation to the overall budget for each line item.

Section IX. Financial Record Keeping

The IFC Vice President of Finance shall coordinate with the Fraternity and Sorority Life Administrative Assistant to maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and deposits, IFC financial forms and reports, actual dues levied, canceled checks, ledgers, and journals in accordance with the Texas State University Business Office procedures.

ARTICLE VII - MEMBER CHAPTER FINANCIAL OBLIGATIONS

Section I. IFC Initiated Member and New Member Chapter Dues

The semester dues for each member chapter shall be fixed at \$30 per initiated member and \$50 per new member which includes the bid acceptance fee assigned during the new member's first semester of membership.

Section II. Establishment of IFC Member and New Member Chapter Dues

Any proposed amendment to the established per initiated member and new member dues in Section I of this Article shall be initiated utilizing the following protocol:

- A. If the IFC Executive Board determines a need to amend the established per initiated member dues amount, it shall provide an assessment of the current dues amount explaining the necessity for the adjustment and provide a recommendation for amendments.
- B. The IFC Executive Board shall consider any recommendations made by the IFC Finance Committee and propose an amendment to the dues amount to the IFC General Body.
- C. A two-thirds vote of the IFC General Body is required to amend the IFC member chapter dues amount.

Section III. IFC Member and New Member Chapter Dues Assessment

The aggregate total of dues assessed shall be based upon each member chapter's term Initiated Member Roster and New Member Roster that is filed with the IFC President in accordance with the requirements of Article III, Section III(D) of the Constitution. The IFC Vice President of Finance shall invoice each member chapter within one week of receipt of an Initiated Member Roster or New Member Roster. Invoices shall be paid within two weeks of receipt.

Section IV. Delinquent Payments

Any amount unpaid by the due date shall result in a 10% penalty and loss of representation in the IFC General Body until payment has been made. Any amount unpaid within one month of the due date shall result in the member chapter being referred to the IFC Vice President of Judicial Affairs for possible judicial action.

ARTICLE VIII - IFC CODE OF CONDUCT

Section I. IFC Code of Conduct

As members of the IFC, we, the Member Fraternities, hereby agree to and adopt the following code of conduct:

- A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.
- B. We will strive for academic achievement and practice academic integrity.
- C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically, or sexually abuse or harm any human being.
- D. We will protect the health and safety of all human beings.
- E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.
- F. We will meet our financial obligations in a timely manner.

- G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.
- H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are thoroughly cleaned and maintained.
- I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

Section II. IFC Statement on Hazing and Sexual Misconduct

A. Hazing

- 1. Texas State University's Interfraternity Council takes a zero-tolerance policy on hazing. This policy is considered an extension of Texas State University's antihazing policies.
- 2. Definition of Hazing - Hazing activities are defined as any action or situation created, either directly or through innuendo that jeopardizes the student's psychological, emotional, or physical well-being, regardless of the person's membership status within the chapter or willingness to participate.
 - i. Examples include but are not limited to:
 - 1. Subtle hazing: behaviors that emphasize a power imbalance between new members/pledges and other members of the group or team. This includes, but is not limited to, physical or mental manipulation or any action which can cause mental duress.
 - 2. Harassment hazing: behaviors that cause emotional anguish or physical discomfort in order to feel like a part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/pledges.
 - 3. Violent hazing: behaviors that have the potential to cause physical and/or emotional or psychological harm.
 - 4. Note that the willingness of any individual to participate in any activity does not excuse any hazing violation.

- B. Sexual Misconduct - IFC member chapters will not tolerate nor condone any form of sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions which are harmful to any person, including but not limited to sexual assault, rape, or verbal or printed harassment.

ARTICLE IX - IFC JUDICIAL POLICY

Section I. IFC Judicial Powers and Responsibilities

Per Article VI, Section I of the IFC Constitution, the IFC shall be a peer-governing organization with an independent Judicial Board that will follow the Texas State University SA/PPS No. 07.06 Student Organization Disciplinary Procedures in coordination with the Student Involvement Office and the Fraternity & Sorority Life Review Board and shall have jurisdiction over cases involving alleged member chapter violations of IFC policy, including but not limited to:

- A. The IFC Constitution, Bylaws, Code of Conduct, and policies.
- B. The rules and regulations of Texas State University; and
- C. The general values-based conduct of fraternity men.

Section II. Due Process

In appearing before the Judicial Board, each member chapter shall be granted certain rights termed "due process." Those rights are:

- A. Right to be notified, in writing, of all charges, as outlined in the Bylaws.
- B. Right to present a defense, including the calling of witnesses.
- C. Right to question witnesses.
- D. Right to be accompanied by an official chapter or faculty/staff advisor for advisory purposes only, but not for representation.
- E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws.
- F. Right to appeal the decision, as outlined in the Bylaws.

Section III. Filing of Complaints

Any individual or group may file a complaint against a member chapter, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Judicial Affairs. The IFC Vice President of Judicial Affairs shall promptly review and investigate the allegation. Upon determination that an allegation contains information sufficient to warrant further adjudication, the IFC Vice President of Judicial Affairs may charge a member chapter with a violation. Based upon the severity of accusations, the IFC Vice President of Judicial Affairs may be required to submit the accusations and/or any investigation findings to the university officials responsible for student organization conduct or individual student conduct.

Section IV. Notification of Charges

Once the IFC Vice President of Judicial Affairs has determined the filed complaint has merit, the member chapter and the affiliated inter/national organization is to be provided written notification of the charges at least one week in advance of the hearing. This written notification shall include the following:

- A. Date, time, and location of their Informal Resolution Hearing.
- B. Description of the alleged violation; and
- C. Due process rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties at least one week prior to any informal Resolution Hearing or formal Judicial Board hearing. All evidence shall be related to the complaint(s) alleged against the member chapter and shall be approved by the IFC Vice President of Judicial Affairs prior to circulation.

Section VI. Informal Resolution Hearing

Upon a finding of the IFC Vice President of Judicial Affairs that a filed complaint contains information sufficient to warrant further adjudication, he may offer the charged member fraternity the opportunity to participate in an Informal Resolution Hearing unless he feels that potential sanctions could include suspension or loss of IFC recognition.

In cases in which the charged member chapter accepts an Informal Resolution Hearing, the IFC Vice President of Judicial Affairs shall meet with a representative of the charged member chapter to discuss the allegations of the complaint. Within three (3) business days of the Informal Resolution Hearing, the IFC Vice President of Judicial Affairs may dismiss the complaint with a finding of no violations, provide the charged member

chapter with his finding of violations and recommendation for a resolution through disciplinary or corrective sanctions. The charged member chapter has three (3) business days to accept or reject the terms of resolution. If the charged member chapter accepts the resolution, the charged member chapter waives all rights of appeal, and the outcome is final.

If the charged member chapter rejects the offer of an Informal Resolution Hearing or the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

Section VII. Prohibited Sanctions for Informal Resolution Hearing

The IFC Vice President of Judicial Affairs shall not recommend suspension or loss of IFC recognition through an Informal Resolution Hearing. Should the IFC Vice President of Judicial Affairs believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board Hearing.

Section VIII. Formal IFC Judicial Board Hearing

If:

- A. The charged member chapter rejects having an Informal Resolution Hearing.
- B. The charged member chapter rejects the findings and/or sanctions of the Informal Resolution Hearing.
- C. The IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition; or
- D. The IFC Vice President of Judicial Affairs chose not to offer an Informal Resolution Hearing.

The IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing.

The IFC Vice President of Judicial Affairs will select five (5) Judicial Board justices, as predetermined by an alphabetical rotation of the member chapters, to hear the case. In the event the IFC Judicial Board rotation for service in a hearing that falls upon an IFC Justice whose member chapter engages in the alleged violation, the rotation will skip to the next member chapter in the alphabetical rotation.

The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and preside over all formal Judicial Board hearings.

Section IX. Formal IFC Judicial Board Hearing Proceedings

For all IFC Judicial Board hearings, the following procedures shall be followed:

- A. Participants: Attendance at all IFC Judicial Board hearings shall be limited to the member chapters involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, the IFC Advisor, and the IFC Vice President of Judicial Affairs. At the discretion of the IFC Vice President of Judicial Affairs, witnesses may be excluded from the hearing room until it is his or her turn to testify. Additionally, the charged member chapter may be accompanied by its chapter advisor or faculty/staff advisor during any Judicial Board hearing. The chapter advisor or faculty/staff advisor must be registered as the official chapter advisor of the member chapter. The chapter advisor or faculty/staff advisor shall only act in an advisory capacity and is not allowed to conduct any portion of the chapter's presentation.

- B. **Confidentiality:** All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
 - 1. Any individuals, member chapters, or IFC Justices involved.
 - 2. Details of the proceedings
 - 3. Witness testimony.
- C. **Hearing Process:**
 - 1. **Initiation of the Hearing:** The IFC Vice President of Judicial Affairs shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged member chapter of the formality of the hearing and the necessity of all parties to be truthful.
 - 2. **Overview of Judicial Hearing Process:** The IFC Vice President of Judicial Affairs shall outline the process for the remainder of the hearing as follows:
 - a. Presentation of alleged charges, violations, and investigatory evidence against the charged member chapter shall be presented by the IFC Vice President of Judicial Affairs:
 - i. Charged member chapter may ask questions.
 - ii. IFC Justices may ask questions.
 - b. Presentation of charged member chapter:
 - i. IFC Justices may ask questions.
 - c. Calling of Witnesses
 - i. Charged member chapter may ask questions.
 - ii. IFC Justices may ask questions.
 - d. The charged member chapter may give a final statement.
 - e. IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).

Section X. Conflicts of Interest

In the event the IFC Vice President of Judicial Affairs' member chapter is named as a participant in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a Member Fraternity's ability to recruit members.

Section XII. System Wide Actions

The IFC will not issue blanket sanctions for chapters that have not been found responsible for policy violations (i.e., system-wide ban on activities). An exception may be made for health and safety concerns with restrictions limited to events with alcohol, provided the exception is for a defined period, with a specific plan to lift the restriction, and in accordance with powers enumerated in the IFC Constitution and Bylaws.

Section XIII. Non-Status Sanctions

The IFC Judicial Board may impose sanctions that are punitive and/or educational, but not solely financial and do not restrict recruitment. The following are sanctions that may

be imposed by the IFC Judicial Board and/or IFC Vice President of Judicial Affairs (including, but not limited to):

- A. Letter of apology
- B. Fines
- C. Restitution
- D. Educational programming
- E. Public service to the campus or community
- F. Meetings with campus office/departments
- G. Loss of social event and/or campus event privileges
- H. Loss of eligibility for IFC Awards
- I. Censure

Section XIV. Status Sanctions

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

- A. Suspension: Loss of IFC voting rights and removal from good standing status, and any additional Non-Status Sanctions.
- B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

When adjudicating a potential violation that may result in suspension/loss of recognition from the IFC for the member chapter, the Judicial Board shall work collaboratively with the inter/national organization and Texas State University officials.

Section XV. Duration of Sanctions

Judicial action shall specify the duration and deadlines of any sanctions imposed. After such specified time, if the member chapter has fulfilled the requirements of the sanctions imposed, the member chapter shall return to good standing. In the event the member chapter does not fulfill all of the requirements of the sanctions imposed, the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing to determine future course of action.

Section XVI. Notification of Findings

Within three (3) business days of any Informal Resolution Hearing or Formal Judicial Hearing, the IFC Vice President of Judicial Affairs shall communicate in writing to the charged member chapter, its inter/national organization, and its faculty/staff advisor and/or chapter advisor, as well as any relevant Texas State University administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President of Judicial Affairs shall notify the IFC General Body of any sanctions imposed upon a member chapter through any Informal or Formal Judicial Hearing.

Section XVII. Appeals

The IFC Judicial Board's decision is subject to appeal by a member chapter within two weeks of receiving written notification of the decision. Appeals shall be made in writing to the IFC President and shall be made solely on the following grounds or be dismissed:

- A. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.
- B. The severity of the sanction did not match the severity of the violation.

- C. Newly added information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.

Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

Section XVIII. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Any individual from the appealing member chapter serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board may either dismiss the charge(s) with no sanctions or alter the sanctions imposed by the Formal IFC Judicial Board Hearing. Any alterations must be approved by at least two thirds (2/3) of the IFC Executive Board. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XIX. Status Sanctions Appeals

The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing member chapter shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. The appealing chapter must be given at least one week's notice of the time, place, and procedure of the appeal hearing. Upon completion of the member chapter appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the member chapter's IFC Representative and Alternate Representative.

The IFC General Body shall first vote on whether to discuss dismissal or alteration of the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body votes to discuss dismissal or alteration, the IFC General Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed. If a two thirds (2/3) majority cannot be achieved for dismissal or alteration of the sanctions, the initial sanctions will remain in place.

The decision of the IFC General Body shall be final with no further appeal rights.

ARTICLE X - EXPANSION POLICY

Section I. Responsible Growth Philosophy

In accordance with Texas State University's SA/PPS No. 07.08 Fraternity and Sorority Life Policies and in support of the North American Interfraternity Conference's Position on Responsible Growth, the IFC at Texas State University believes the best interests of higher education and of the fraternity movement are served through the establishment of new chapters that provide a fraternal experience for an increasing number of college men. Expansion gives men more choices; it brings new influence and direction to a campus fraternal community; it provides new leadership and renewed motivation. To that end, the Member Fraternities of the IFC:

- A. Will not prohibit a NIC Member fraternity from selecting undergraduates for the purpose of establishing a chapter on the campus; and
- B. Will not deter expansion by withholding membership in the IFC for any NIC Member Fraternity

Section II. Responsible Growth Protocols

The IFC and its member chapters will follow the following responsible growth protocols in its expansion process:

- A. All IFC member chapters will actively support the responsible growth of other NIC fraternities provided that the national organization follows these Responsible Growth Protocols:
 1. Proactively communicates with the campus administration and IFC in good faith prior to any expansion activity following the expansion process established in Texas State University SA/PPS No. 07.08 Fraternity and Sorority Life Policies.
 2. Considers any available readiness assessment before formally requesting the opportunity to join the IFC.
 3. The group does not have any outstanding, documented campus health and safety violations, and has met any sanctions imposed by Texas State University and/or the IFC prior to return to a recognized status.
- B. If the inter/national organization follows the Responsible Growth Protocols:
 1. Any NIC member fraternity, upon expressing interest in establishing a chapter, will be given time by the IFC for the expansion to occur. The IFC can determine the best academic term for the expansion, and no later than 4 years from when the national organization first contacted the IFC.
 2. NIC member fraternities with an interest group already formed and approved by the Texas State University Dean of Students Office will be granted IFC recognition, though the IFC may elect to have an associate member status provided reasonable written expectations and metrics are established to move from associate member status to full member status.
 3. The IFC will never take a vote on recognition or expansion for an NIC member fraternity.
 4. The IFC will never require NIC member fraternities to present an expansion proposal to the IFC, although the IFC may require the NIC member fraternity to submit documentation or do a virtual presentation to determine the best academic term for expansion.
- C. IFC will not restrict any NIC member fraternity from joining the IFC that meets the membership criteria.
- D. The IFC will honor all organizational return agreements negotiated as part of a campus or IFC conduct process. Any organization returning to campus based on a return agreement will not be required to participate in any IFC expansion process as long as all university and/or IFC sanctions have been met and the return of the organization does not conflict with any current expansion obligations already made during the requested academic term.

Section III. Granting of Associate Member Status

Associate Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, except that voting privileges are limited to one vote, cannot hold IFC Executive Board positions, nor have an IFC Judicial Committee Justice.

Section IV. Granting of Full Member Status

Upon chartering with their affiliated inter/national organization, the Associate Member Fraternity shall become a full member of the IFC with all rights privileges and responsibilities under the IFC Constitution and Bylaws.

ARTICLE XI - RECRUITMENT POLICY

Section I. Recruitment Philosophy

The IFC supports open recruitment and believes a man shall be free to join a Member Fraternity at a time that is mutually beneficial to both him and the Member Fraternity. To this end, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining Member Fraternities.

Fraternity membership is limited to enrolled male students at Texas State University regardless of age, race, ethnicity, creed, or sexual orientation. Non-student Faculty, Staff, Alumni, or Community Residents may be initiated as "honorary or alumni initiates" at the discretion of the member chapters' national headquarters.

Section II. Membership GPA Requirements

Any Potential New Member shall meet the following GPA requirement in order to be accepted as a New Member by any Member Fraternity:

- A. a minimum high school GPA of 2.7 for first semester first-year students; or
- B. a minimum college GPA:
 - 1. of 2.5; or
 - 2. at/or above the institution's all-men's average.

Section III. IFC Sponsored Recruitment

Under the guidance of the IFC Vice President of Recruitment, the IFC shall designate periods of time during each semester when the IFC will assist Member Fraternities by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.

The IFC Vice President of Recruitment shall solicit and maintain a Potential New Member Roster, which shall be a roster of men interested in fraternity recruitment and shall make that list available to each Member Fraternity. All Potential New Members must register for recruitment through the IFC website and have their academic status verified for eligibility to accept an invitation (bid) to membership in a member fraternity.

Section IV. Year-Round Recruitment

Member fraternities are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines as determined to best serve that Member Fraternity following the IFC sponsored recruitment period. Member Chapter recruitment events will be submitted to the IFC Vice President for Recruitment for the IFC to help promote recruitment activities.

Section V. Member Fraternity Recruitment

Each Member Fraternity shall develop recruitment events, materials, and activities that are:

- A. Values-based.
- B. Alcohol-free and illegal substance-free.
- C. In good taste.
- D. Not derogatory, degrading, or slanderous; and
- E. In support of the National Panhellenic Conference's Unanimous Agreement X that supports each College Panhellenic denouncing the participation of undergraduate Panhellenic women in men's recruitment. Women will not be allowed to participate in any member chapter recruitment events.

Section VI. Bidding

Each Member Fraternity shall participate in the IFC Bidding Process at the beginning of each semester to provide comity in the recruitment process. The Member Fraternity may reserve the right to extend or retract a bid utilizing a process and timeline as determined by that Member Fraternity following the IFC Bidding Process.

Each Potential New Member shall reserve the right to accept or decline any bid at any time without any penalty or pressure placed upon the Potential New Member.

Section VII. Report of New Members

Each Potential New Member is required to complete a Fraternity and Sorority Life New Member Induction Form with the Dean of Students - Fraternity and Sorority Life Office to be placed on a Member Fraternity's roster. Each Member Fraternity shall submit a deletion form to the Fraternity and Sorority Life Office within one week of any New Member being removed or leaving from the member fraternity.

Section VIII. New Member Disassociation / De-pledging

A New Member shall reserve the right to disassociate / de-pledge from the new member process of any Member Fraternity at any time and may accept a bid from another Member Fraternity at any time following that disassociation / de-pledging as long as they have not participated in the Member Fraternity's membership induction ceremony / ritual.

Each Member Fraternity shall submit an updated roster deletion form to the Fraternity and Sorority Life Office within one week of any New Member disassociating / de-pledging. New Members joining a new fraternity must sign a new Fraternity and Sorority Life New Member Induction Form to be placed on their new fraternity's roster.

Section IX. Comity

No Member Fraternity shall initiate communication with a New Member or Member of another Member Fraternity about disassociation / de-pledging in order to become a New Member or Member of their own Member Fraternity.

Section X. Summer Recruitment Officers Stipend

Two members of the Interfraternity Council Executive Board shall be selected by the board, before the end of the spring semester, to reside in the San Marcos area during the summer months of May, June, and July. The selected IFC representatives will maintain office hours to ensure adequate preparation for recruitment and representation at new student events including, but not limited to, attending all New Student Orientation (NSO) sessions, Cat Camp sessions, other new student recruitment opportunities, and tasks assigned by the IFC advisor. In compensation, the two selected members will receive a

stipend/scholarship of \$1,500.00 each. Three payments will be processed at the end of each month.

ARTICLE XII - PUBLICATION AND DISTRIBUTION OF CONSTITUTION AND BYLAWS

Section I. Publication and Distribution of Constitution and Bylaws

The IFC's current Constitution and Bylaws shall be published on the IFC website.

An updated copy of the IFC Constitution and Bylaws will be electronically distributed to each Member Fraternity, the Texas State University Student Involvement Office, and the NIC after any amendment is adopted.

ARTICLE XIII - AMENDMENTS

Section I. Amendments

These Bylaws may be amended by a two-thirds (2/3) affirmative vote of the IFC General Body provided notice of the proposed amendment was provided to Member Fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC General Body. All amendments to the Constitution or Bylaws take effect only after approval by the IFC Advisor and the Assistant Dean of Students.

(ADOPTED November 6, 2023)